

CORRECTION CONNECTION

A quarterly newsletter for Juvenile Justice Services' Staff and Stakeholders

May 2007

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Debbie Rocha Assistant Program Director Salt Lake Observation & Assessment

Debbie Rocha was selected for the Director's Award at the Executive Director's 1st Annual Awards Luncheon held September 26, 2006.

Debbie was born in Barstow, California and moved here when she was 15 years old. She says that ever since she was in junior high she knew that she wanted to work in Social work. She began taking classes in college that would help her reach that goal. Her first job was as a



counselor/tracker for a non profit group home called Esperanza Para manana(which means Hope for tomorrow) working with delinquent Hispanic male youth. "I knew I had found my career, says Debbie. The Executive Director of the program was Dan Maldonado.

In June of 1983 Debbie was hired on as one of the first counselors for Decker Lake Youth Center.

Debbie has also been a case manager, case manager supervisor, Female O&A unit Program Coordinator and presently the APD for Salt Lake O&A. She also worked part time as a School counselor at Woodland Hills School, a private Junior high/high school with 60 student, doing Credit audits, schedules, preparing juniors and seniors for college.

Debbie is big on service and has been involved with the foster care Citizen Review Board, Utah Board of Juvenile Justice, She is currently on a subcommittee for Disproportionate Minority Contact of the Utah board of Juvenile Justice. She has sat on the united way allocations committee, She was Vice Chair of the Hispanic Substance Abuse Task Force, Visions of Youth Advisory Committee, IHRD Esperanza Advisory board, < President of Westminster Alumni Association, KRCL board, and Utah Coalition of the La Raza.

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Curently Debbie is on the Neighborhood Housing Youth Works Advisory Committee, DMS committee, and Soroptimist which is women's service organization that help empower women and girls., Chicano Scholarship Board member and a past recipient of the scholarship. Debbie has her M.S.W. from the University of Utah's Master of Social Work Program.

In her spare time Debbie teaches CCD to pre-school at St Anne church on Sundays.

Debbie really loves working with youth and helping people. She says "I have been very grateful to have had co-workers and supervisors that have allowed me to grow and learn from them. I also have some great friends and mentors in my life that I admire and strive to be like. Receiving the award was a real honor for me because I don't do the things that I do for recognition I do it because I care about peoploe and I want to give back to the community."

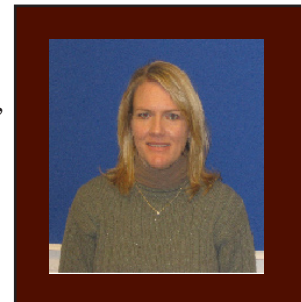
Debbie was nominated for this award for her exceptional client services in that she not only assesses a client's needs through standard practices, she visits with clients and their families on a regular basis as well as visits them in their home setting. She provides the youth with services to meet their immediate needs as well as services that will benefit them in the future. She seeks out community resources that are not available through private providers. These services improve the youth and families current situation as well as prepare them for future endeavors such as college.

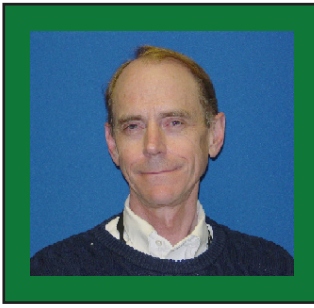
She also encourages her staff to attend school, conferences, and workshops to better prepare them for their work environment. Debbie models integrity on a daily basis. She also focuses on staff development.

Supervisor of the year nominations from the Division of Juvenile Justice Services also included: Heidi Groussman who was a finalist, John DeWitt and Kenyatta Green.

HEIDI GROUSSMAN Supervisor of Salt Lake Female Observation and Assessment. She was nominated for the strength that she shows not only in herself, but also in building up her team. Heidi has great leadership skills., decision-making capabilities, customer/client service, commuication and strength when dealing with a diverse workforce., as well as her knowlege of and human resource management. Heidi uses her leadership skills to build teamwork among her staff. Heidi encourages her team to continue their educaton and always wants what is best for them. She is open to change and is constantly asking for suggestions from her team and listens to their ideas. Staff can go to her with a problem or concern and she can quickly come up with an answer or encourages staff to make the decision on their own. She listens to her staff and is very open to the different points of view staff may have.

Heidi checks in with the residents almost every day. She shows great concern for our girls. When a client needs to talk to her she makes the time. Heidi is consistent with communication. She stays in contact with her staff either by speaking to them one on one or by email. Weekly staff meetings display strength. Heidi encourages open communication with staff and clients. Heidi creates a positive environment through her effective skills in communicating. She demonstrates great work ethic as well. Heidi uses the performance plans to build confidence in her team as well as boosting morale in each individual. She knows policy and procedures. We're sorry to note that Heidi will be leaving us, but wish her the best in her new position.





JOHN DEWITT, Director of Research, Evaluation, and Planning. He received his Ph.D. in Psychology from the Uof U in 79'. John was then a professor at the University teaching courses in Animal Behavior, Statistics, and Physiological Psychology. He worked concurrently on various research projects with the Department of Engineering assisting with the development of microwaves and the Department of Corrections consulting on developing a statewide database system. In 1987 he was recruited to the Division of Youth Corrections (now known as Juvenile Justice Services) as a research analyst. He was promoted to the Director position in 89' where he has built an extraordinary research department for the Division.

John is collaborative. He knows that teamwork is the key to success. John sees 1. teammates as collaborators, not competition 2. Being supportive, not suspicious, of teammates. 3. Concentrating on the team, not yourself. 4. Creating victories through multiplication. (from John C. Maxwell on leadership- says collaboration requires four commitments) John exemplifies these four commitments in everything he does. He understands the productivity and creativity that gets unleashed when you truly sit down and work together. John is also vigilant in looking for opportunities for encouraging the leadership development of others. John is always looking for ways to improve how the work gets done, both his own work and for the work of the Division. John has been involved in the creation of CARE (The Court and Agencies Record Exchange), PEP(Program Enhancement Process), PSRA(Pre-Screen Risk Assessment),and PRA (Protective Risk Assessment).

He is always willing to teach skills, coach and mentor others. John is "mission conscious." He keeps his eye on the mission as he plans and helps develop initiatives. The combination of John's leadership, the credibility of the relationships throughout the agency, and his commitment to youth and families have served the Division well.

John is an example of a remarkable decision maker and problem solver. He has a systematic approach, which involves listening, encouraging creativity and he invites collaboration. John truly sees problems or challenges as opportunities for learning. His attitude is key. John has published the Annual report for over a decade. Customers, Division employees and allied agencies need only casually review the document to gain a greater understanding of the Division's population, programs, staff, projected projects, growth and mission statement.

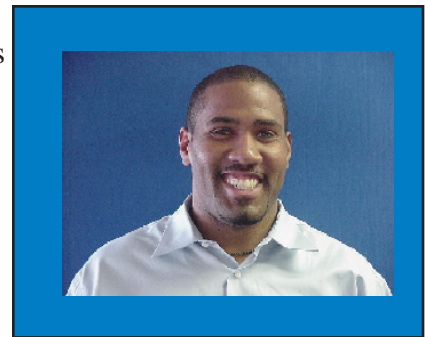
Because John listens first, he is listened to. John creates a culture and climate of Ethics and Diversity because he listens. He values the opinions of others.

John's commitment to the success of the initiatives is seen in his work ethic. John is an unabashed technical wizard who loves his work! He is also willing to learn new things. Getting credit is not important to John--empowering others to do good work is. John is a successful manager of people because he does not view himself as a manager of people, he is a mentor and teacher.

2006 COUNSELOR JOB SATISFACTION SURVEY

Throughout September 06' 102 of 489 (21%) JJS Counselor I,II's, III's were surveyed regarding their job satisfaction. The survey was separated from the Department of Human Services questionnaire. Of the 102 Counselors surveyed randomly, 47% were female (48) and 53% were male (54). The survey included 55 - scaled questions and 10 open ended questions. For more information on the results of the survey, contact Jeff Wells at 801-538-4327 or email him at jeffwells@utah.gov

KENYATTA GREEN, Supervisor of Ogden Case Management was also nominated. He provides opportunities for employees to continue to be skillful counselors. He is a role model for counseling youth. He stands for what he wants his employees to become. He rolemodels these traits on a daily basis with his work ethic. He would not ask a line staff to complete a project he was not willing to complete himself, he leads by example.



If Kenyatta doesn't have an answer he seeks expert advice before giving solutions. He listens to complaints and provides solutions. He takes pride in his work and the staff are aware they can discuss all issues and troubles with him.

With Customer Service Kenyatta has developed and implemented effective procedures for a youth returning to the community. He is constantly seeking help from outside agencies to ensure services are provided to youth and their families.

He encourages team members to maintain open lines of communication with each other, the youth we work with, and supervisors. Kenyatta understands the cultural barriers and diverse population that we work with. He encourages employees to incorporate their understanding of the divisions' policies and procedures without forcing his beliefs on them.

Kenyatta reviews policies and procedures during staff meetings and reaffirms the importance of room searches and the risk identification of the clientele we work with. Kenyatta has implemented a rewards system for employees that promote risk management and safety on the unit.

Service Awards

2006

20 Years

John Macfarlane

Alice Alexander	Margie Peterson
Joe Alvarado II	Wayne Potter
Cheryl Burge	Kris Rawle
Grant Harrison	Richard Thygersen
Kenneth Kashiwaeda	Clint Williams

25 YEARS

Gabrielle Anderson	Kim McDonald
James Murray	Richard Platt

30 Years

30 YEARS
Paul Gardner

35 years

35 YEARS
Gary Fullmer

What is Recognition?

According to Webster's it is to Acknowledge* Award-to grant a prize*A prize* Something offered or given to the winner of a contest, etc*Anything worth striving for*That has received a prize*worthy of a prize*given as a prize.

Next I asked a few people how recognition feels? I got answers like Humbling* Undeserved*Makes you want to work harder* Appreciated*noticed*Important*worthwhile.

As human beings we need to be appreciated. We need to know that we are worthwhile. Often people don't do a job to get the recognition, however it is good to know that you are appreciated. Appreciation can be a verbal "Good Job" or a hand written note of appreciation. An award or certificate is a big deal and makes a person walk on air.

Appreciation can change a life. Take time to appreciate the people in your life. The co-worker who has gone the extra mile, a youth you work with that has taken a baby step toward change, the volunteer that comes to work with the youth each week.

CONGRATULATIONS

Outstanding Employee Award

June 2006

Jordan Gray

Utah Department of Human Services

120 N 200 W Room 319

Salt Lake City, Utah 84103

Dear Jordan:

It is my pleasure to recognize you as an outstanding employee for the Utah Department of Human Services. Thank you for consistent demonstration and great concern for youth in the Utah County Aftercare Program. You have been described as a diligent employee, as a person who prides yourself on a job well done, and as one who spends quality one-on-one time with clients. Your work is very valuable, and your dedication to your duties is greatly appreciated.

I commend you for your tireless work ethic and your commitment to our citizens. Best wishes in your future endeavors.

Sincerely,
Jon M. Huntsman, Jr.
Governor

Thank you for your great work!
cc: Lisa-Michele Church

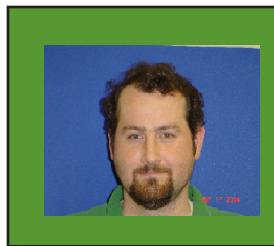
This award was awarded at a general staff meeting at Slat Canyon September 27th.

The Award was presented by John Lacognata who says of Jordan "The only thing bigger than Jordan is his heart and the care for the Kids."

Dan Maldonado Congratulated Jordan and said "It's an honor to work with the division. I get the credit for all the great work employees like Jordan do. I am proud to represent all of you. Thanks for all your good work. Thanks for 'Being the One'"

Jordan was totally surprised and not expecting this. His mother was there to support him in this presentation.

Thanks Chris Roach for helping us put this presentation together.



2006 Golf Scramble

It was a great year for the Golf Scramble! For once the wind wasn't even that bad at Spanish Oaks Golf Course! We had all the regulars- Don Cruise, The Decker Boys, Eddie and gang, Wayne and Russ. We had teams from Price to Ogden. It was a great day with good golfing and great food. Thanks to all the Private Providers who make this day possible: Mary Kay Kennedy, Shelly Sircle, Vicki Goodman, and Lyn Loftin.

The money from this event allows the youth from the Mountainlands Athletic League to play sporting events all year. The money is used for shirts and any equipment needed. They enjoy different sports all through the year, and it's great for the youth to learn many skills.

Thanks especially to the golfers who support this event. We have wonderful sponsors who are so generous to make a difference in the lives of the youth. Thanks for a great year and hope to see you next year!
Reserve Friday August 24, 2007 for the next Golf Scramble.

Want to Brag

About Your Staff
or An Event

NEED
A
VOLUNTEER
OR SPEAKER?

HAVE NEWS!

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Outstanding Employee Award



Audrey George is an outstanding employee with the Division of Juvenile Justice Services. She has worked at the Salt Lake Observation and

Assessment Center for almost four years. She is dedicated to the youth she works with by investing her time and energy to ensure they have adequate books to read, activities/field trips planned that are not only fun but educational. She teaches new skills that they can use when transitioning back into the community as well as improve their self-esteem. Audrey enjoys working with the youth and always finds each one's unique quality rather than passing judgement based on their crime or social history. She also welcomes and trains volunteers.

Audrey has also taught the boys to make quilts. Recently they presented Lisa-Michele Church with a beautiful quilt to be displayed at the Human Services administrative office.

Audrey was the recipient of the Governors award in April.



Salt Lake Valley Detention Culture Week 2006

Lonny Burton - Volunteer Coordinator



While our kids were out of school, we had a Culture week. Each of the 10 sections were assigned a country to research and decorate their sections. Most of the sections cooked a meal that was native to their country. We were going to award a pizza party to the section that did the most creative work, and ended up buying pizza for the whole building because they all did so awesome! The kids really got into it and had a great time creating! We had a quiet week where most kids were involved in the section activities.

Some of the highlights were: The girls who were assigned *New Zealand learned a dance and performed it for the judges. *the boys who studied Nigeria made a life size camel out of paper



*The kids studying China made origami and fortune cookies and opera masks *the boys studying Saudi Arabia held camel races (one boy was the camel, one was the jockey) We had great participation and were able to host an environment where the kids really could use their creative ideas to make an awesome presentation.



Odyssey House Recognizes two JJS employees

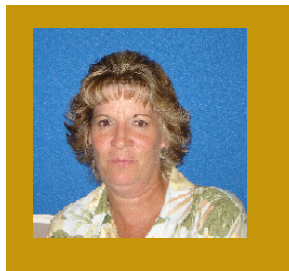
Keri Allen, Accounting Technician III and Scott Campbell, Casemanager were recognized for outstanding service on August 4, 2006 at the Annual Odyssey House Day at Sugarhouse Park. These two staff received certificates of appreciation and a huge thank you by Odyssey House Staff. Keri's work ethic expands JJS employees in that private provider's continue to benefit as well. Keri helped Odyssey with their billings, accounts payable, and medication co-pays.

Maria Ponce
Region Coordinator



Scott Campbell

Scott represents the Case Managers by his professional and pleasant demeanor. Scott visits his youth and helps problem solve while supporting the staff in their program. Let's join hands to congratulate these two employees that are recognized in the community for their leadership and hard work.



Keri Allen



Juvenile Justice Services Employee Recognition

Jill Merritt is part of the State Administrative Office, and serves as the Northern Region Volunteer Coordinator. Jill consistently shows integrity and is a proper role model for both the youth and staff. She loves what she does and is always trying to make a difference. She follows the Division and makes a difference. She follows the Division and various program rules and initiatives. Jill organized and made contact with the League of Credit Unions to partner in a "Warm the Soles" and Sock It To 'Em" project. The Division with the help of others, collected socks to go with the shoes the credit unions provided. This was a huge success, with much of the credit going to Jill for her creative ideas on contests and collection boxes. Jill is a team player, hard worker and very competent in whatever she does. Anything she undertakes is top quality!

Phil Mendelson is a Case Manager in Ogden. Since coming to case management, Phil has demonstrated skills that have proven invaluable to JJS. His work ethic is exceptional, and he continually goes above and beyond to assure that his caseload is taken care of. He takes new ideas and implements them for the betterment of the youth as well as the Division. His knowledge of both the youth and the system have really come to light with the implementation of the PRA and CPT. Phil has taken on this new approach to working with youth, and has become not only an expert on the tool, but on how to implement the outcomes of the tool as well. As such, he has become an "expert" and one from which all case managers in the northern area can benefit.

Paul Gardner is a Case Manager in the Salt Lake area, Paul has a thorough knowledge of his duties and responsibilities. He strives for excellence, and consistently fulfills his functions to the highest degree. He makes sound decisions, and is a positive role model for those with whom he works. He takes additional time from his workload to provide support services on CARE, assisting co-workers in navigating and understanding the system. Paul consistently exceeds his normal job responsibilities and is highly professional and uncompromising in his values.

Barry Asay is a Case Manager in the Provo area. Since he began in this position, he has consistently improved on his paperwork and follow-through. Files are in order and up to date. Barry also follows through with any assignment given, and the Division receives nothing but positive feedback about his work. Even when faced with health issues, Barry has continued to maintain his exceptional level of work, visits and paperwork. He is a tremendous worker and a very important part of the case management team.

Tracy Bessinger As the newest Counselor III at Ogden O&A, Tracy shows professionalism with both fellow staff and allied agencies. He has demonstrated leadership skills by improving staff relations, improving security issues, and showing creativity in working with residents to improve their stay and success rate. He is a team player, and has taken it upon himself to update intake procedures and compile a training document for new staff. He consistently works above expectations with both staff and residents. He is a huge asset to O&A & the Division.

Joshua Hawkins is a Counselor I who has demonstrated integrity several times during the past year in how he has dealt with changes within the program and with new staff. Josh consistently has an upbeat attitude and continues to be a positive role model for the youth. He has the ability to hold youth accountable, while main-

taining a positive outlook. He fulfills his duties well in programming, helping with the Volunteer Banquet, and taking minutes at staff meetings. He adheres to the rules set by the Division and by O&A. Josh is willing to take on new assignments when asked, and creates ways to further enhance our program. He is an asset to Salt Lake O&A.

Crystal Leuk has brought her great enthusiasm and work ethic to Springville O&A. She is hard working and has shown, in her interactions with youth, that she has balanced being firm along with being fair. Her reports to the Court are always well written and are accurate representations of the youth with whom she works. Over the past year she has shown her desire to go the extra mile in advocating for O&A youth. Crystal is a valuable asset not only to O&A but to the Division as well. We are fortunate to be able to have her as a co-worker and employee.

Jeffery Harris is a Counselor III at Project Paramount. His exceptional integrity is shown daily in his honesty and open attitude with staff and youth. He needs no supervision. He assists others to make their jobs easier. He adheres to Division and program rules and initiatives. He has a positive attitude and quiet personality, and he goes out of his way to accommodate needs of staff when possible. He fulfills his functions, and is a hard worker. He takes on any task, and makes sure it is completed. You'll never hear Jeff complain, but will hear him give encouragement. There is no doubt that everyone at Paramount will say "He really deserves that award."

Jen Rouelle is an outstanding employee at Paramount Reflections, one who builds staff and youth up instead of putting them down. She is an appropriate role model in her appearance and mannerisms. She helps youth solve issues with a positive and happy attitude. Jen is a stickler for ensuring that rules are followed. Her biggest concern is for the youth in the program. She never leaves a job undone.

This dedicated employee will take on any task, completing it in a professional manner. She also is willing to help others and do extra work to make others' jobs easier.

Susan Nance for the past five years has consistently been a high performer on the Community Programs Fiscal Team. She has gained respect within her assigned programs by building strong relationships with co-workers and staff not only in Community Programs, but also in Rural Programs and the JJS State Office. She readily accepts extra work assignments, and is reliable. Susan can always be counted on to contribute positively to the fiscal team. These, and other attributes, easily fulfill the guidelines for recognition by the Division.

Brandi Carpenter is a Counselor II at Decker Lake Youth Center. Brandi brings energy and enthusiasm to her job, and she is well respected by her peers and the residents. She is known for being fair and consistent, and the residents know they can trust her. She was instrumental in arranging for "no cost" Food Handlers instruction, saving the facility money. She has become the facility librarian, and has updated the library's collection. Brandi takes on new assignments with a positive attitude and she can be counted on to follow through. She assists her peers by providing training that contributes to developing a quality of performance. She continues to seek new creative programming to improve the facility. Brandi has integrity and is committed to ensuring the quality of services at Decker Lake.

Raigan Steele is a Counselor II at Wasatch Youth Center working with the sex offender population. He has become increasingly skilled in establishing rapport with the youth. He is an astute listener, and youth are drawn to his genuine interest and concern for their lives. Raigan has shown great leadership in the unit in which he works, providing exceptional modeling for other staff. He is a warm, intelligent, caring person who continually works to improve his skills and abilities.

He is truly an advocate for the youth we serve. He is an asset to Wasatch Youth Center and the Division.

Marcus Matua is a Counselor III in the Long Term and Detention units at Slate Canyon Youth Center. He is being recognized for the professional manner in which he completes his daily duties, and for his proactive approach in seeking out assignments that will positively impact the facility. He has earned the esteem of employees in his unit, and he is well liked and respected throughout the facility. Additionally, he has built good relationships with parents, case managers, YPA members and the employees of other agencies. Marcus rises to the occasion and displays leadership skills, confidence, and an eagerness to learn. He is open to feedback and invaluable to unit operations. He has demonstrated the ability and understanding needed to handle difficult decisions, and is deserving of the confidence from those around him.

Robert Reeves is a Counselor II and has shown himself to be thoughtful, responsible, and sensitive to the needs of the residents and his co-workers at Mill Creek Youth Center. He looks for ways to be helpful and does not seek to be recognized for the "extra" things he does. He maintains a professional attitude while working with youth and their families. He is conscientious and meticulous in his paper work. He is sensitive to the importance of the Division's initiatives and works hard to understand and incorporate them in his daily affairs. He does not involve himself in unproductive side conversations, but rather focuses on his job while at work. He is aware of the importance of modeling appropriate behaviors for the residents and is always looking for teaching moments. He is an asset to residents and staff.

Christian Bills is a Counselor II at Weber Valley Detention Center, Christian consistently exceeds normal job responsibilities. He serves on the WVDC Staff Incentives Committee, and is working to develop and implement recognition and rewards for staff

that are performing in an exceptional manner. Christian has been assigned to train new hires when they start. As such, he role models, observes, and provides feedback to them. He has been a critical part of the facility, involving himself with numerous team-building projects and encouraging others to join in through his enthusiasm. It is difficult to pinpoint a specific exceptional level on a regular basis. We appreciate his dedication and leadership skills.

Vikki Carver is an office Specialist at Archway Youth Services. While she is highly organized and self motivated, these skills alone are not the reason for her recognition today. Vikki regularly takes on responsibilities in addition to her normal workload. She is always available to help out in any area of the facility. She helps with special projects and activities for the youth, and her positive attitude and interaction with others makes all the difference. She stands out above the rest with her involvement and contact with staff, youth, and other programs. She is never without her smile, and is always kind. She is truly the “heart of and soul of Archway Youth Services.”

Kimberly Fields As an Office Specialist for the Davis Area Youth Center, Kim is best known for her exceptional work ethic and for being the consummate team player. she has a positive “Can Do” attitude and strives to complete tasks with the highest degree of excellence. She keeps DAYC operations organized and running smoothly. She sets the example for going “above and beyond” for the benefit of all. Kim works well with her co-workers and makes the workplace more pleasant by recognizing special occasions and achievements. DAYC proudly honors Kimberly for her contributions to the facility and to the Division.

Teri Carter Dixie Area Detention is proud to claim Teri as a qualified and talented Tech II in the Intake/Control section. She has distinguished herself through exceptional performance and an

unwavering commitment to excellence. In addition to being the “go to” person for questions on intake policy and procedure, Teri’s efforts have dramatically improved coordination with partner agencies. She is a role model for residents as well as other staff. She is confident in any crisis situation and makes good decisions under pressure. We are privileged to have a person of Teri’s caliber on the Dixie Area Detention team.

Laurie Adams Lightening Peak proudly claims Laurie as an Office Specialist, an exceptional employee, and an exceptional individual. She is the “heart of the facility.” She welcomes staff, parents, youth and visitors when they enter the facility. She takes on additional responsibilities willingly. She serves on the PEP committee, and has volunteered to serve on the committee for the Support Services Conference. She takes on any of the challenges of technology, and works until she has successfully solved the problem. She has a desire to learn and keep up with the challenges of her job. She wears the “many hats” of a Secretary well. Her positive attitude and hard work make her invaluable.

Monica Hernandez Is recognized from Salt Lake Early Intervention as a self-motivated and pro-active Counselor II. She regularly takes on additional tasks, takes the initiative to help co-workers, and demonstrates leadership skills on a daily basis. Her consistent, dedicated and dependable attitude creates a positive influence for co-workers. Her networking skills with allied agencies provide resources for families of youth. She serves as Volunteer Coordinator, Staff Liaison for refugee clients, and Facilitator for Families United and Strengthening Families Program. Monica leads by example, and serves as a role model for youth and co-workers alike.

Tracey Timothy is a Counselor III at Genesis Youth Center. Tracey shows leadership and a positive work ethic through example and consistency. She handles projects with female residents

at Genesis. One of those projects is to create and maintain the gardens, complete with a waterfall. She has also taken the lead in community service projects, all of which are created and built by the residents. Projects are then donated to agencies like Primary Children's Medical Center. Tracey truly cares about the youth we serve and is a great role model to the female residents at Genesis.

Candace Price as a Tech II in Detention at Castle Country Youth Center. She is a key player on her team, and is pro-active in her approach to problem solving. She takes the initiative on a daily basis to ensure an efficient operation. Her fellow employees respect her for a straightforward style, and for her ability to be flexible when needed. The Detention PEP program recently underwent significant revisions and Candy was key to the process and its success. She spearheaded the effort to include the "What Works Principles" and "Stages of Change" into the overall detention program. Castle Country is proud to nominate Candy for recognition at the Statewide Conferences.

Misty Larsen has been a Counselor III at Iron County Youth Center since January of 2006, bringing with her a wealth of new ideas and enthusiasm to energize the program. She has organized group planning and has introduced ready-made group materials packets. She has also implemented a token system that has made a big difference in the behavioral management challenges. Misty works hard to build a positive rapport with community partners. She has also taken on the role as PEP coordinator to implement the changes needed this year. She is a great team builder, working a schedule that allows her to mentor other staff to assure they get the training and skills needed. Misty demonstrates the highest level of care and concern to the youth that walk through the doors of ICYC.

Melinda Barney -Washington County Youth Crisis Center is fortunate to have Melinda as a Case

Manager. She consistently goes above and beyond her job to help the youth in that area. She utilized community volunteer resources to gain assistance with stocking school supplies for backpacks at the beginning of the school year. She has been instrumental in teaching the new Volunteer Coordinator how to achieve success in that position. She cares about kids, ensuring that emotional, physical, and psychological needs are met. She relates well with the parents of the youth as well, encouraging them to get the help needed to make sure success is achieved while the youth is at home. The youth, families, allied agencies and WCYCC are lucky to have Melinda.

Patty Knaphus Is a Counselor II working in the Central Utah Youth Center Observation and Assessment unit. She is a self-starter and a motivator. She values and encourages the team approach in resolving problems and is agreeable to new ideas, welcoming new assignments. Patty has been actively involved in the PEP program. She has a "knack" for organization. She keeps files up to date, organizes the office and unit and everyone knows she will get the job done. She is understanding yet firm and consistent. She is a good role model, and has an understanding of her part as she brings insight and caring to youth who are desperately in need of changing their lives. Patty's positive attitude and exceptional character represent the Division well.

Shawn Ivins is a counselor II at Canyonlands Youth Center and has always been the employee to follow policy at all times. Since the beginning of his time at the facility, he has been in whom you can depend. He has taken on the responsibility to train new staff in the proper way to do things, and will do anything asked of him. Shawn has the ability to handle all situations without complaint. His personality makes co-workers happy and they are agreeable to do whatever is needed under his direction. While not verbally outspoken, he is a leader in a quiet

way that “gets things done.” He is a tribute to Canyonlands Youth Center and to the Division, and he is more than deserving of this recognition.

Ann Marie Anderson is a Counselor III at Cache Valley Youth Center. She consistently takes on difficult responsibilities, following them through to completion. She has been heavily involved in the PEP process, in development of programming for girls, and has worked to develop effective community and facility youth service programs. Ann Marie is cognizant of the need for strong working relationships internally and with allied agencies. She maintains loyalty among her co-workers. This highly dedicated employee is humble and approachable, and she knows how to motivate staff to excellence.

Lynn Whitman was hired as a Counselor III at Split Mountain Youth Center. She has significantly improved the operation in the Roosevelt community by coordinating Receiving and Crisis intervention services, along with developing and implementing a curriculum that all parents and youth receive when they contact Youth Services. She has also expanded the Roosevelt operation, involving community and courts in defining the role JJS can take in providing needed services. Many in the community have stated that they are pleased with the changes. Lynn’s leadership is outstanding. Her effective use of JJS resources has improved the Division’s image, and she has empowered our staff to a better standard of work. She is an outstanding Employee.

Manu Mulitalo far exceeds the expectations of a Counselor II in the ICAP program. His integrity and professionalism have touched every family and program with whom he has come in contact. He understands the direction of the ICAP program, consistently going beyond his duties, and the results have been positive on the youth he serves. In addition, he has taken on a leadership role over the PEP data collection process, greatly impacting the services delivery. He has

created a picture library on the computer, which has been an effective tool for a variety of situations. His creativity has improved overall productivity and awareness. Manu is a tremendous asset to the ICAP program and to the Division

SOCK IT TO ‘EM

2006 Statewide

Make a Difference Day Project

by Lisa Schauerhamer

Why socks? Every winter many Utah children show up at school and in our youth programs without socks to warm and protect their tender feet. Access to shoes and socks is often limited in families who are struggling financially. Many families are too proud to ask for help, or believe others need assistance more than they. No child should have to endure this sort of preventable problem.

Each year Juvenile Justice Services gets involved with a community service project statewide to help the less fortunate in our community. This year was no different - JJS partnered with the Utah League of Credit Unions “Warm the Soles” program. Warm the Soles collects money to buy shoes for Utah children that have none. JJS “Sock It To Em” decided to collect enough socks to go with the shoes that the League provides. Last year they provided 5085 pairs of shoes to Utah children. The goal for this year is 5500. JJS accepted the same goal.

The project started out with a collection box contest in the various facilities throughout the state. The Winners were “The Shoe” at Weber Valley Detention in the northern region, The Sock eating dryer at Salt Lake Valley Detention in the central Region and The Sock box in the Southern Region. The box contest started the 13th of September and ended on the 25th of September. The boxes were designed and created by staff, youth and volunteers in JJS facilities.

The collection of socks was AWE-SOME!! We far passed our goal with a final count of 19,015 pairs of socks.

Northern Region counts	
Archway Youth Services	1032
Box Elder/Copper Springs	2229
Cache Valley Youth Center	85
Davis Area Youth Center	3571
Davis Youth Services	175
Farmington Bay Youth Center	41
Ogden O&A	242
Mill Creek youth Center	148
Reflections	108
Weber Valley Detention	5995
Total	13,626

Central Region Counts	
SLC O&A Boys	52
SLC O&A Girls	12
Decker Lake Youth Center	16
Early Intervention	605
Genesis	16
Salt Lake Detention enter	733
Wasatch Youth Center	0
Salt Lake Case Management	191
TOTAL	1625

Southern Region	
Canyon Lands Youth Center	306
Split Mountain	196
Lightning Peak Day Center	101
Washington County Youth Center	2783
Central Utah Youth Cente	6
Region Office (South)	45
TOTAL	3437

Human Services Building
in Salt Lake 327

GRAND TOTAL COLLECTED
19,015 pairs



We more than met our goal. The socks were delivered to the League of Credit Unions Monday November 6th. WOW! Many people helped, from the youth in day programs to State Office staff, including many schools and business' around the state. Scott Simpson, Predsident of the League of Credit Unions, Naoma McGuire, Bob Ahlander and Tom Hartvigsen were on hand to accept our donation in the Salt Lake Area. Curtis Delagerheim, Salt Lake O&A, Jason Polad, Pat Sanderson and Alofaalo Vaa from Davis Area Youth Center, Jill Merritt, Linda Campbell, and Maria Ponce Region Volunteer Coordinators, Dan Maldonado, Director of Juvenile Justce Ser- vices and Lisa Schauerhamer, Community Rela- tions Coordinator were representatives of JJS to give the donation to the League of Credit Unitons. What a Sight. The "Shoe"was donated as well.

Socks that were collected in rural ar- eas like St George and Blanding were de- livered to their local credit unions to be used in their communities in the same way.

Poetry Week in Detention

by Lonny Burton

April is National Poetry month, Salt Lake Valley Detention decided to have a poetry week. The staff and teachers teamed up to help the kids write poetry. There was a lot of great participation from a lot of kids. The youth got in touch with some feelings andwere able to express them in many forms of poetry.

Many of the kids have a lot to share and were able to work out their thoughts and feelings. The winning entries received journals. There was a total of 18 awards . They all did a great job.



November 27, 2007

Dear Juvenile Justice Services (Lisa Schauerhamer):

Thank you for adding socks to the shoe package provided by the Jordan Credit Union for our students at Lincoln Elementary School. That was very nice of you, and our children were delighted to receive their shoes and socks. We are a high risk, low income area and any help from the community is really appreciated. you truly "Warmed the Soles of our Students."

Sincerely,
George Theodore
Counselor

(This wonderful letter came a Certificate.)

From the Quarterly Report of the Utah League of Credit Unions-by Naoma McGuire
WARM THE SOLES HAS RECORD YEAR

Each year the Warm the Soles project--which provides shoes to needy children during the holidays--seems to get a little bigger and a little better. This past year was no exception.

27 credit unions participated, the program broke two records. First the amount of money raised Second was the number of shoes purchased in a single year: 5,659 pairs

"We had a special surprise this year coming from the Division of Juvenile Justice Services. Each year they pick a community project and have their youth participate in it. They asked if they could collect new socks to go with our shoes. They called their project the "Sock It To 'Em" Sock Drive. They were able to collect over 18,000 pair of new, donated socks that we gave out to the kids during the distribution of the shoes.

Thanks to all the staff and youth that participated in this worth while project. It was a HUGE success. We really made a difference !!!!

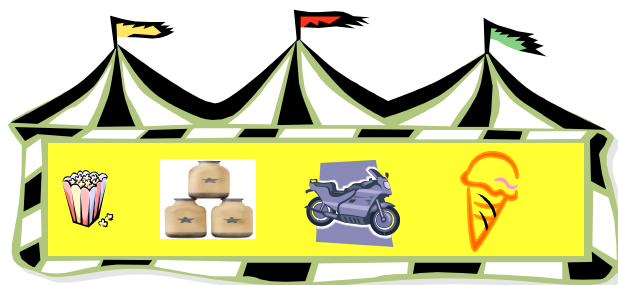


Slate Canyon 4th Annual Jesus Fest

The Jesus Fest is a nondenominational service hosted by CHrist Evangelical Church out of Provo. they come with the theme that we all need to correct some of our behavior and follow the RULES OF LIFE to be able to function in society.

The event was held on September 23, 2006. It was a day filled with "Success" experiences for the youth. The Bikers, a carnival including games of water balloon volleyball, tug-o-war, bowling soccer, wheel barrel races, fingernail painting, snow cones, popcorn, and other carnival games. Karaoke for both the volunteers and the youth. The kids are given a chance to express their feelings. The day also includes a casual job fair for the youth to talk to professional people and find out what it takes to become involved in some professions. A meal of Hamburgers, hot dogs, salads and deserts is provided. The day is ended with a band.

This group loves to come and give the youth support per the faith based initiative. They want to provide a positive experience for our youth.



JJS IS A CERTIFYING ORGANIZATION OF THE PRESIDENT'S VOLUNTEER SERVICE AWARD

The Division of Juvenile Justice Services has a long proud history of volunteer service. Our Volunteers are working to meet the needs of JJS youth by mentoring, tutoring, teaching new skills, providing worship services and a host of other creative activities.

In recognition of these outstanding achievements, Juvenile Justice Services is proud to announce the availability of the PRESIDENT'S VOLUNTEER SERVICE AWARD, a prestigious national honor offered in recognition of volunteer commitment. Established in 2003, this new AWARD is given by the President of the United States and honors individuals, families and groups who have demonstrated a sustained commitment to volunteer service over the course of 12 months.

The Division of Juvenile Justice Services has teamed with hundreds of organizations and businesses across the country to deliver this AWARD to our most outstanding volunteers. As a Certifying Organization of the PRESIDENT'S VOLUNTEER SERVICE AWARD, on site volunteer coordinators simply submit a record of a volunteers service hours to the regional Volunteer Coordinator, and we will follow up with the application and request for the AWARD.

Volunteer service hours can be accumulated through work on a variety of projects throughout the year. The only requirement is that the necessary hours be completed within 12 months; recipients can qualify for a new AWARD each year.

The PRESIDENT'S VOLUNTEER SERVICE AWARD is within reach of every volunteer. You can help strengthen our volunteer program by asking your friends, families and neighbors to join you in helping our community's youth. Most people say 'yes' if asked to volunteer--all it takes is a personal request."

The PRESIDENT'S VOLUNTEER SERVICE AWARD is issued by the President's Council on Service and Civic Participation-created by President George W. Bush to recognize the valuable contributions volunteers make to our nation. To learn more and find out who may qualify for the AWARD, contact your Regional Volunteer Coordinators:

Jill Merritt(801) 774-8767 ext 510

Maria Ponce (801) 284-0251

Linda Campbell (801) 491-0118

OR visit www.PresidentialServiceAwards.gov

To be eligible to receive the PRESIDENT'S VOLUNTEER SERVICE AWARD, a registered Certifying Organization (JJS) must confirm applicants' service hours. There are three levels of the AWARD varing by hours of service completed within a 12 month period.

KIDS -14 AND YOUNGER

Bronze Award	50-74 hours
Silver Award	75-99 hours
Gold Award	100 or more hours

YOUNG ADULTS - 15-25

Bronze Award	100-174 hours
Silver Award	175-249 hours
Gold Award	250 or more hours

ADULTS -26 AND UP

Bronze Award	100-249 hours
Silver Award	250-499 hours
Gold Award	500 or more hours

FAMILIES AND GROUPS (two or more)*

Bronze Award	200-499 hours
Silver Award	500-999 hours
Gold Award	1,000 or more hours

*Each member contributing at least 25 hours towards the total.

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VOLUNTEER APPRECIATION EVENTS

2007

by Lisa Schauerhamer

Spring is filled with Volunteer appreciations across the state. Banquets, barbeques, gift bags, cards and other activities that show our volunteers that we appreciate them. Various themes have been used from "Helping Hands" to a Mexican Fiesta. Great food and time to let the volunteers know that we all, including the youth, appreciate their time spent in our facilities that they so freely give. One youth speaker from the Southern Area Banquet at Slate Canyon asked his peers to finish a sentence "The Volunteers..." He got responses like "The volunteers smile a lot." "The volunteers are the reason I learned how to tie a tie" "Without them I would cry myself to sleep every night." "The volunteers are better looking than my cellmate." "The volunteers make this place a lot more tolerable." "The volunteers are like sprite, they quench

our souls." "When I grow up I want to be a volunteer."

"You treat us like a bunch of teenage kids, not like criminals. Even if it's just for an hour, you make us forget where we are and show us what kind of life we would like to lead. Your lives are successful, they work, and that is all we need to learn to do. Make our lives work."

"You bring something with you when you come and lend it to us to use during our stay. Some call it kindness, others call it service, and I call it friendship." Says Justin.

Bronson from Slate Canyon says "It's great to be able to talk to you all because it gives me a chance to let you know how important you are to me and my peers. I realize that you all sacrifice a lot to come here. I am sure there are times when you could be doing better things." When we are around you guys it's not like

we have to prove anything, it's a time where we are able to just kickback and have fun. In some ways you help us to forget where we are and in other ways you inspire us to want to do good and change some of the ways we have lived in the past. You do not judge us for our past or for being in a secured facility. You look at us as real people and are able to see the potential that we have and encourage us to succeed."

"The days that you come in we look forward to throughout the week and help to keep us motivated. The majority of the people that I am able to remember didn't influence me to do good, instead they drug me down further than I already was." Bronson also gets personal with "Over the past 7 months I have learned how to put more trust in people and a lot of that has to do with the Volunteers that come in here. Each and every

relationship that we have created with you is unique in its own way. We have learned so many different ways to have fun. Ways that are positive and do no harm to ourselves or our communities. I appreciate all the time you put into helping us out and I promise it will not be forgotten."

I think that the words of these two boys has been echoed across the state this spring for the influence that volunteers have on the at-risk youth that we work with.

I personally have been very impressed by the events that I have been able to attend. Thank you all for the great job that you are doing to work with the community through volunteers and for the way that you appreciate them. I believe that it takes the whole society to help raise these and all kids. We each play a part and together we complete the puzzle.

Poem from one of the winners at the Salt Lake Valley Detention Poetry week...

I am anxious and nervous
I wonder what life is all about
I hear people say life's what you make it
I see people struggle to make it
I want to know the purpose of life
I am anxious and nervous
I pretend I'm ok with my life
I feel life is a big game
I touch and hold what I think life is
I worry I won't find out what life is about
I cry when I think I'm lost
I am anxious and nervous
I understand I have people counting on me
I say I will try to make it
I dream of being perfect
I try to understand what is going on
I hope I get to the bottom of all this
I am anxious and nervous

What's New in Your Facility...

by Barbara Thygerson
DLYC Staff

Larry Mendez APD, and the Decker Lake team welcomed Kelly Shaheen and the female unit, to the DLYC Team. Training is going on for all staff to enable them to work with female offenders. There have been no female residents here for nearly 10 years.

Relocation occurred here on September 22, 2006 when Cottonwood's Staff, residents, and belongings filled the recently vacated Center 4 (AKA: D Center). Kudos to Bill Henderson, DLYC's Maintenance Supervisor and Richard Thygerson, Wasatch Front Desk Supervisor, for moving in the rain. All female staff helped with the move, as well. Wasatch Youth Center now houses the male sex offender unit and their staff. With this move we lost an entire team, and they will be missed. However we also gained a new team, whom we welcome and look forward to working with.

School has changed as well. Sandi Eberhardt, Lead Teacher, and Susan Jorgenson, Art Teacher, came from Wasatch Youth Center and Stacy Seegers is a new math teacher to round out the new approach to teaching. Positive results are evident in the student participation and educational focus. Homework, homework, and more homework.

Kurt Young is the new Senior Counselor in Center 2 (AKA: B Center) and was hired from within the facility. He has years of experience at DLYC. Other counselors have been moved around for a balance TEAM approach. Security, Accountability, and Competency Development are the focus of all DLYC staff. Supervisors continue to lead staff to their full potential, with an emphasis on TEAM building

Take the time to appreciate those around you. Through incentive awards, a card, a note, a simple smile. Even a hello can brighten a person's day and make them feel that it was worth getting up this morning. If you need ideas check with the Region coordinators for various awards.

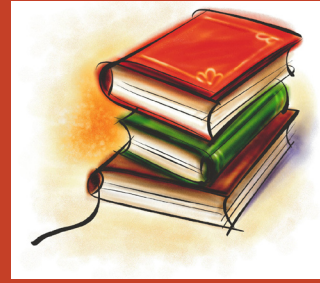
PRESIDENT'S CALL TO SERVICE AWARD

Individuals who have completed 4,000 or more volunteer service hours over the course of their lifetime are eligible to receive the PRESIDENT'S CALL TO SERVICE AWARD.

TEENS READ!

A Collaborative project of the
Utah Division of Juvenile Justice Services
and the Utah State Library

by Lonny Burton
Volunteer Coordinator @ Salt Lake Valley DT



David Loden, Director at Salt Lake Valley Detention Center had the vision to improve literacy skills of juvenile detainees. For many of these kids, difficulties in reading underlie their poor academic achievement. A significant number of detained youth read below the fourth grade level. The effects of such failures on their fragile self esteem are evident.

David took the initiative to track down some key people within the State Library system. With their expertise and on-going training of our facility staff we are moving towards a program that will give many kids opportunities and exposure to reading. We have had many kids tell us the only place they have ever read a book is while they are locked up. We will be able to provide such things as high interest low level books, one on one reading tutors, and mp3 players to download audio books from the library system.

Because of the commitment David has made to literacy, the State Library has helped us become eligible for federal funding! There are 3 facilities that are included in this grant: Salt Lake Valley Detention Center, Decker Lake Youth Center, and Wasatch Youth Center. Each facility will be receiving \$6,000 this year for collection development and materials! The grant is written to cover the next 3 years- so the following year the funds are \$3,000, and the year after that it is \$2,000. This is a huge project that will make it possible for us to better serve the needs of these kids. It is a goal of our facilities to give these kids the tools to be capable of living successfully in the community-I believe we are on the right track! We are excited to get this underway and have David to thank for getting this whole idea off the ground. GREAT JOB DAVE!

If we teach a child to read
We open the door to an
endless future.....

IDEAS

(That help promote Libraries)

A fun idea that Salt Lake Valley is doing with volunteers is weekly book clubs. This has become a popular community pastime. Why not bring it into our facilities.

This is a great way to help the kids learn a love of reading and helps with comprehension and respect of others opinions.

If you have a great activity please share it for the next newsletter.